

## No big surprises in provincial budget

On March 26th the Province released its budget for the 2019-2020 fiscal year.

While largely labelled a “stand pat” budget it does include additional revenue for the P-12 public school system. The largest new investment is an extra \$15 million to help implement the recommendations of the Commission on Inclusive Education. The government is also increasing the budget for Schools Plus by \$1.6 million and the budget for Reading Recovery by \$3.3 million.

“We are pleased the government continues to invest in improving our inclusive education model,” says NSTU President Paul Wozney. “While we do have concerns with its failure to implement many key recommendations, this added revenue demonstrates a commitment to positive change.”

Wozney does point out that the budget for Student Services was cut in half (\$2.1 million) he is hoping more will be disclosed about this decision during the budget estimate process. He also raised some concern about things lacking in the new fiscal plan.

“There remains a lack of initiative on the part of government to tackle a number of pressing education issues. For example, the budget for busing was reduced in spite of ongoing problems with the system in the HRM. Similarly, while the government has acknowledged there is a teaching shortage, there is no money targeted at recruiting and retaining teachers,” adds Wozney.

He also says, “There was not enough invested to address the current healthcare crisis or record levels of poverty across the province. While not directly related to education, these two growing problems have a daily impact on every single classroom across Nova Scotia.”



## Changes to Pension Regulations for Retired Members’ Substituting

Recent changes to pension regulations mean that Nova Scotia Teachers Pension plan recipients are now able to work as substitute teachers for 99.5 days. Regulations under the Teachers’ Pension Plan restrict the number of days that a person in receipt of a Nova Scotia Teachers Pension can work in a school year. Prior to this change in regulations it was 69.5 days. Amendments to these regulations have been approved by the Nova Scotia Teachers Union and the Minister of Finance as sponsors of the Teachers’ Pension Plan upon unanimous recommendation of the Teachers’ Pension Board.

These amendments, effective April 1, 2019, are in place until the end of the 2019-2020 school year. The changes are in response to the substitute teacher shortage currently being experienced in Nova Scotia public schools.

“We’re pleased that both the NSTU and Government have come to an agreement through the Teachers’ Pension Board to help alleviate the substitute teacher shortage,” says NSTU president Paul Wozney.

Effective April 1, 2019 until July 31, 2020, persons in receipt of a Nova Scotia Teachers’ Pension will be able to work as a substitute teacher for up to 99.5 days in one school year rather than the current limit of 69.5 days in one school year.

For the 2018-2019 school year, retired plan members who have attained the old limit of 69.5 days prior to April 1, 2019 will be able to begin substituting on or after April 1, 2019 for up to 30 additional days (99.5 days total in 2018-2019).

Please note that this new limit only applies to retired plan members working as substitute teachers. Retired plan members are still limited to a maximum of 69.5 days worked in a term contract.

## Education Week 2019

Inclusive Education  
Helping our students and children succeed



April 14 to 20

We want to recognise educators and school support staff who have gone above and beyond in providing inclusive supports to students, make them feel welcomed, appropriately challenged, and supported in their efforts. Within an inclusive education, learning environments are fostered where individual needs are met and every student and child has an opportunity to succeed.

Proudly sponsored by:



## New Regional Executive Directors appointed

The NSTU congratulates the following PSAANS members who have been appointed as Regional Executive Directors at Centres for Education effective April 1, 2019.

Chris Boulter has been appointed Tri-County Regional Centre for Education Regional Executive Director. Most recently Boulter was the System Development Supervisor for the Chignecto-Central Regional Centre for Education. He also recently supported the South Shore Regional Centre for Education as the Acting Regional Executive Director. He is replacing Paul Ash, who began his role of Regional Executive Director for the South Shore Regional Centre for Education on February 4.

Boulter brings 23 years of experience as a classroom teacher, a special education teacher, and for more than 10 years, a school administrator.

“I am thrilled to join the Tri-County Region and continue the focus on student achievement and well-being,” said Boulter. “I look forward to building positive relationships with students, staff, and the community.”

Dave Jones has been named the Regional Executive Director of Education for the Annapolis Valley Regional Centre for Education. Jones began his career in 1992 teaching at Horton District High School and has held leadership positions with the AVRCE, including Director of Programs and Services since 2008, and most recently as Acting Regional Executive Director since May 2018.

“I am committed to positive, inclusive, and respectful learning environments where diversity is valued. I look forward to continuing our region’s focus on learning and supporting student success, and I am proud of the work our teachers and staff do each and every day,” said Jones.

Paul Landry who was in an acting position is now the Regional Executive Director for the Strait Regional Centre for Education. He has held the senior management positions of Director of Operations (Acting) and Director of Programs and Student Services for SCRE. Landry worked at the regional level as the Coordinator of Strategic Planning and the Coordinator of School Improvement and Special Projects. He has taught at the elementary, middle school and high school levels in both British Columbia and Nova Scotia and served as principal at the elementary, high school and primary to twelve levels.

“I am very excited to have the opportunity to continue to support our students, families, staff and school communities in the Strait Regional Centre for Education as Regional Executive Director of Education. I look forward to continuing the excellent work underway in our region that is completely focused on student learning, achievement and success,” said Landry.

NSTU president Paul Wozney is planning on meeting with the regional executive directors to further NSTU’s goals for teachers, the teaching profession and public education.



<https://www.facebook.com/nsteachersunion>



<http://twitter.com/NSTeachersUnion>



<http://www.youtube.com/nstuwebcast>

# people

## Council to Improve Classroom Conditions



Above are members of the Council to Improve Classroom Conditions from its February 26 and 27 meeting. At this meeting three Members were completing their terms: Cape Breton-Victoria Regional Centre representative Kerri Lynn Power, school guidance counsellor representative Pam Doyle and parent representative Amy MacKinnon.

*First Row (left to right): facilitator Jim King (retired NSTU Executive Staff Officer); principal representative Jared Purdy (Tri-County Regional Centre for Education); Education and Early Childhood Development Deputy Minister and co-chair Cathy Montreuil; Annapolis Valley Regional Centre for Education representative Derick Smith; and EECDD staff lead on the Council Doreen Redmond (Executive Director French Programs and Services).*

*Second Row: Cape Breton-Victoria Regional Centre representative Jason Kempt; South Shore Regional Centre for Education representative Denise McKean; and Kerri Lynn Power.*

*Third Row: Tri-County Regional Centre for Education representative Claudine Coggins; Pam Doyle; and parent representative Dodie Hanna.*

*Fourth Row: Chignecto Central representative Jennifer Field; school guidance counsellor representative Marie Kennedy (Strait Regional Centre for Education); and Amy MacKinnon.*

*Fifth Row: Conseil scolaire acadien provincial representative Tara MacCormick; Halifax Regional Centre for Education representative John Boutilier; Halifax Regional Centre for Education representative Cheyanne Tolliver; and Strait Regional Centre for Education representative Catherine Gillis. Missing: co-chair, Janine Kerr, NSTU's Executive Director.*



**Managing Editor:** Angela Murray  
**Contributing Writer:** Mark Laventure  
**Advertising & Circulation:** Nancy Day  
**Layout:** Paul Hamer

Published eight times a year (September-June)  
by the **Nova Scotia Teachers Union**

### Return undeliverable Canadian addresses to:

**3106 Joseph Howe Drive,  
Halifax, N.S. B3L 4L7**

Phone: 902-477-5621 Fax: 902-477-3517

Toll free: 1-800-565-6788

Email: [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

Website: [www.nstu.ca](http://www.nstu.ca)

Submission deadlines for 2017-2018:

### ISSUE..... DEADLINE

May ..... May 10

June ..... May 31

**Mailed under Canada Post Publications  
Agreement Number 40063555.**

The opinions expressed in stories or articles do not necessarily reflect opinions or policy of the Nova Scotia Teachers Union, its staff or elected provincial representatives.

We assume no responsibility for loss or damage to unsolicited articles or photographs.

We welcome your comments and suggestions:

1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca).



Canadian  
Educational  
Press  
Association  
Association  
canadienne  
de la presse  
éducative

You may find past issues posted on  
our website: [www.nstu.ca](http://www.nstu.ca)

© Nova Scotia Teachers Union 2019

## Teachers Plus Credit Union continues Education Week sponsorship

Teachers Plus Credit Union (TPCU) began its sponsorship of Education Week in 2003. TPCU's support of Education Week helps to raise the profile of the week while demonstrating its commitment to public education and to Nova Scotia's teachers. Below is TPCU CEO, Steve Richard, shown with TPCU's Manager of Operations, Christine James. Both are holding this year's Education Week poster designed by NSTU's graphic designer Paul Hamer. It features this year's theme *Inclusive Education—Helping our students and children succeed/ Inclusion scolaire—pour aider nos élèves et nos enfants à connaître la réussite*. The NSTU is one of seven organizations that comprise the Education Week Committee. Education Week is a cooperative project between public education stakeholders in Nova Scotia. The awards ceremony is made possible through collaborative efforts of the Nova Scotia Teachers Union and these other education partners — Nova Scotia Department of Education and Early Childhood Development, Nova Scotia Federation of Home & School Associations, la Fédération des parents acadiens de la Nouvelle-Écosse, the Public School Administrators Association of Nova Scotia, Council on African Canadian Education, and the Council on Mi'kmaq Education. The Department of Education and Early Childhood Development is chairing this year's committee.



## Comité de programmation acadienne

Le Comité de programmation acadienne du NSTU a tenu sa deuxième réunion de l'année scolaire le 29 mars. Ce comité étudie le programme d'études et toutes les modifications proposées en liaison avec les écoles acadiennes sous la direction du Conseil scolaire acadien provincial et rend compte de ses conclusions au Comité exécutif provincial. Des consultants français du CSAP ont assisté à cette réunion pour répondre aux commentaires et aux questions des membres du CSANE du NSTU au sujet des changements apportés au programme d'études acadien, des ressources, du développement professionnel et des comités de travail. Ce comité veille également à ce que les questions et les préoccupations des trois régions de la province — Centrale, Sud-Ouest et Nord-Est — soient prises en compte et il inclut le personnel approprié du CSAP pour répondre à ces préoccupations. Le comité se réunira à nouveau le 28 mai.



*Assis (de gauche à droite) : Samuel Samson, Mélanie Belliveau, Sue Larivière-Jenkins (agente de liaison avec le Comité exécutif provincial), Stacy Samson (agente de liaison du NSTU), Krista Luttmer (consultante du CSAP – maternelle à 6e année), Ingrid Levesque (consultante du CSAP – 7e à 12e année), Eric Morneau (président du comité) et Sonia Parisé-LeBlanc.*  
*Debout : Ian LeBlanc et Louanne Comeau.*

NSTU's Comité de programmation acadienne held its second meeting of the school year on March 29. This committee studies the curriculum and all proposed changes as it relates to Acadian schools under the direction of Conseil scolaire acadien provincial and reports its findings to the provincial executive. At this meeting French consultants from CSAP attended to respond to feedback and questions sought from NSTU's CSANE members around Acadian curriculum

changes, resources, professional development and working committees. This committee also ensures that questions and concerns from the three regions in the province—Central, Southwest and Northeast—are considered and includes appropriate personnel from CSAP to respond to such concerns. The committee will meet again on May 28.

*Seated (l – r): Samuel Samson, Mélanie Belliveau, Sue Larivière-Jenkins (provincial executive liaison), Stacy Samson (NSTU staff liaison), CSAP Primary to 6 Consultant Krista Luttmer, CSAP Grades 7 to 12 Consultant Ingrid Levesque, committee chair Eric Morneau, and Sonia Parisé-LeBlanc.*  
*Standing: Ian LeBlanc and Louanne Comeau.*

# We Remember Dr. Norman Fergusson June 10, 1925 – March 20, 2019



Above is Dr. Norm Fergusson (far right) shown during a visit to the NSTU building in 2011. He was visiting the NSTU as part of research into Margaret Graham, one of the NSTU's key founders. Fergusson is shown with Graham's granddaughter, also named Margaret (left of him), former executive director Bill Redden and former NSTU president Alexis Allen.

The NSTU was saddened to hear about the loss of one of its longest serving executive director/secretary. Dr. Norman Fergusson served as Executive Secretary of the NSTU from 1970 to 1984. At Annual Council 1985, he was named an Honourary Member of the Nova Scotia Teachers Union. Dr. Fergusson was a teacher and vice principal before he began his career with the Nova Scotia Teachers Union. During his tenure great strides were made in teacher welfare with the negotiation of the first collective agreement covering all teachers in Nova Scotia.

During his lifetime, he wrote numerous studies and books including *Stress and the Nova Scotia Teacher* (1984). This study explored the implications of the quality of working conditions on the quality of teaching. After his retirement he penned his well-known book among NSTU circles, *The Story of The Nova Scotia Teachers Union – From the Formation of the Old Union in 1895 to the 1980s*. He remained involved in education, teaching summer courses at St. Mary's and St. Francis Xavier, and continued his connection with the NSTU.

It was through his influence that in October 2001, the NSTU provincial executive approved a motion to name the large meeting room in the NSTU Building after an important founder of the NSTU—Margaret Graham, in honour of Women's History Month. It was Graham's paper, presented

at the annual meeting of the Provincial Educational Association in October 1895, which called for the formation of a "Teachers' Protective Union"—the early beginnings of the Nova Scotia Teachers Union. Dr. Fergusson was researching this NSTU founder and writing a book about her. His early research about her can be found in the November 2002 and December 2002 issues of *The Teacher*.

A lifelong learner and scholar, he received his B.Sc. ('46) and B.Ed. ('49) from Dalhousie University, his MA ('65) from St. Mary's University, his M.Ed. ('68) from the Ontario Institute for Studies in Education and his Ph.D. ('82) from the University of Florida, being elected to the Honor Society of Phi Kappa Phi. Dr. Fergusson was also a founding board member of the Atlantic Institute of Education in 1970, chairing the Board of Directors from 1973 to 1976.

He was also known for his athletic accomplishments throughout his life. He pitched in the Cape Breton Colliery Baseball League, playing for the Glace Bay Miners when they won the Maritime Senior Title in '50. He also pitched for the Windsor Leafs, and was the ace pitcher for the Bear River Blue Socks when they won the Maritime Intermediate title in '52. As a hockey player, he was the player-coach for the Bridgetown Hawks when they won the Nova Scotia Intermediate Champions in '53.

After taking up tennis in his early 30's, it became a lifelong passion. He won many provincial and maritime titles before beginning to compete nationally after his retirement. He was the first Nova Scotian to win a national singles championship ('96) and went on to win two more titles ('97 and '05). He was a finalist twice ('98 and '01) and also won a national doubles title ('98). He was a member of the World Team Championship team for Canada seven times.

An active member, former president and honorary life member of the St. Georges Tennis Club for over 60 years, he played his last tennis match at St. Georges in 2016 at the age of 91. He is a member of the Cape Breton Sports Hall of Fame, the Digby Sports Hall of Fame (for Baseball), the Bridgetown Hockey Heritage Wall, and the Nova Scotia Tennis Hall of Fame.

He will be sorely missed by members of his NSTU family, and the NSTU sends its thoughts to his family and friends at this time. In his memory, donations may be made to the Memorial Fund of Grace United Church, KidSport Nova Scotia (902-425-5450) or the Dr. Bruce Fergusson Memorial Fund Dalhousie University 902 494-6170, or a charity of choice.



## A Financial Institution Made for You?


**Talk to Teachers Plus Credit Union  
about our great rates on savings and loans made for  
teachers like you.**

Metro: (902) 477-5664 Toll Free: (800) 565-3103  
[www.teachersplus.ca](http://www.teachersplus.ca)





**TEACHERS PLUS**





## We Have A Card To Fit Your Life



# Education Week 2019



## Caroline Arsenault

La Fédération des parents acadiens de la Nouvelle-Écosse, Présidente

La Fédération des parents acadiens de la Nouvelle-Écosse tient à remercier tous ceux et celles qui travaillent chaque jour à assurer un environnement d'apprentissage inclusif pour tous nos jeunes dans notre réseau scolaire en Nouvelle-Écosse.

« Inclusion scolaire – Pour aider nos élèves et nos enfants à connaître la réussite » est une thématique particulièrement importante en 2019. Tous nos enfants

doivent avoir les programmes, services et ressources à leur disponibilité pour que chacun puisse réaliser son plein potentiel. Les parents acadiens et francophones reconnaissent la grande contribution de tous les intervenants dévoués en milieu scolaire : les enseignants, les spécialistes, les aides-enseignants, les agents scolaires-communautaires. Ils contribuent grandement au développement académique, social et culturel des tous nos enfants.

« Nous sommes tous des étoiles, il nous suffit juste d'apprendre à briller »



## Honourable Zach Churchill

Minister of Education and Early Childhood Development

There are many individuals within our education system that play an important role in the success and well being of students in schools across the province.

This year's Education Week theme of *Inclusive Education* focuses on the important role educators, administrators, early childhood educators and school support staff play in supporting safe and inclusive learning environments for children and students in our schools.

Providing inclusive supports to students is one of our top priorities. This school year we have put 191 new inclusive education staff to assist teachers and to provide more support to our students to meet their needs. We will continue to provide investments in inclusive education, supports and professional development opportunities for educators. Such changes will ensure that we raise the bar and close the achievement gap for our students.

I would like to thank all our educators, administrators and school staff for their commitment and dedication to student success and well being. I would also like to thank our Provincial Education Week partners for their work in organizing this year's Education Week awards.



## April Hiltz

Education Director, Native Council of Nova Scotia

Member of Council on Mi'kmaq Education

On behalf of the Council on Mi'kmaq Education (CME), I extend sincere congratulations to the Education Week 2019 Award Recipients.

The 2019 Education Week theme: *Inclusive Education: Helping our students and children succeed*, is truly 'student and children' focussed. As the education system moves forward and positive changes happen throughout the land

of Mi'kma'ki, let's take time to reflect on the past: and learn, influence and change the future: by what we decide to do today. As barriers are identified and removed, true success will happen for students and children. Equitable education for all is true inclusion.

A respected Mi'kmaq Elder and Knowledge Keeper once shared these valuable words:

"As we understand each other, we learn from each other, and respect each other." Let's take time to reflect on those words of wisdom.

Wela'liq (thank-you) to all the recipients of the 2019 Education Week Awards. I thank you for your efforts in going above and beyond for the success of all students and children. Congrats, once again!



## Andrea Noylander-Marsman

Interim Chair Council on African Canadian Education

On behalf of the Council on African Canadian Education, our provincial partners The Black Educators Association and The Delmore Buddy Daye Learning Institute and the African Nova Scotian community, I would like to take this opportunity to congratulate those teachers and support staff that play a critical role in educating and shaping the future of our children.

The theme for 2019 is *Inclusive Education – helping our students and children succeed*. Diversity and inclusion is a belief that ALL students, regardless of labels, are valued members of our learning community. It means meeting each student where they are with an uncompromising vision for high achievement, ensuring all learners have equitable access to learning opportunities that foster agency and prepare them for life in the world.

The challenge for teachers and support staff is to identify where individual students are on the trajectory and address their social and emotional needs, passions and interests all while being culturally relevant in "real time is indeed a tall order and no small feat. Educators who consider the core values "of diversity, equity and inclusivity in their decisions about curriculum, instruction, assessment, student engagement, and classroom management" are according to Nova Scotia teaching standards, exemplars of educational teaching and learning excellence.

All of the teachers, administrators and support staff recognized with an Education Week award have demonstrated that this represents their everyday lived experience. Thank you for your continued commitment in providing safe and inclusive environments and allowing your students to thrive and grow in celebration of who they are.



## Diane Power

Nova Scotia Federation of Home and School Associations, President

Nova Scotia Federation of Home and School Associations would like to congratulate and recognize the recipients of the 2019 Education Week Awards. Education Week is a time to celebrate the successes and accomplishments of those involved in educating children in Nova Scotia, especially those related to this year's theme *Inclusive Education – helping our students and children succeed*.

NSFHSA's founding principles are that every child needs and deserves support during their school years. It is important to keep in mind that each child is unique. Individuality is what makes each of us special. That said, as educators and parents we ought to support them with whatever resources and tools we have.

To the recipients, be proud of the opportunities, supports and services that you provide on a daily basis for the benefit of students. You have demonstrated this through accepting, understanding and attending to students' individuality and diversity. You are an inspiration to your students as well as your peers and community. We would like to express our gratitude and hope that you understand that your dedication will live on and be shared by the students that you have impacted. When students experience an inclusive education, they develop awareness and they are more accepting and tolerant. This experience will provide them with the skills to go on to live healthier lives, learning and developing to their fullest potential and establishing positive relationships.

Please accept our thanks for the positive influence you have on the lives you touch. You are making a difference.

## Semaine de l'éducation de 2019

<https://www.ednet.ns.ca/education-week-2019>

# Inclusive Education

## Helping our students and children succeed

# Semaine de l'éducation de 2019



**Tim Simony**  
Chair, Public School Administrators  
Association of Nova Scotia

I would like to extend congratulations, on behalf of the Public School Administrators Association of Nova Scotia, to all of this year's Education Week 2019 award recipients.

This year's theme Inclusive Education: helping children and students succeed is timely as our education system reaffirms core values and beliefs with a commitment to better serve the youth of Nova Scotia. The individuals receiving these awards are exemplary leaders in their work and practice. They are seen by their peers as the visionaries, while also being the ones who ensure that students are at the centre of their day to day work and decisions.

We would like to thank all of the early childhood educators, support staff, teachers, school-based leaders and system leaders who partner with their colleagues to make schools inclusive for all of the children they serve. Congratulations again to the award recipients. You show us all how to be better through the work that you do.



**Paul Wozney**  
President, Nova Scotia Teachers Union

On behalf of the Nova Scotia Teachers Union and our public school and APSEA members, I congratulate the teachers, educators, administrators, support staff and education partners who are making a difference in the lives of students, schools, and communities through their commitment to this year's Education Week theme *Inclusive Education—Helping our students and children succeed/ Inclusion scolaire—pour aider nos élèves et nos enfants à connaître la réussite.*

Classroom teachers, specialist teachers, school guidance counsellors, school psychologists and speech-language pathologists work together with their teaching, administrative, and support colleagues to provide positive inclusive, and respectful learning environments where diversity is valued and students can thrive.

This year's theme recognizes those who foster inclusive classrooms, schools and communities, going above and beyond in ensuring that regardless of differences, culture and abilities, every student is given the opportunity to succeed and develop a positive understanding of themselves and others.

I also acknowledge the longtime support of the Teachers *Plus* Credit Union, the corporate sponsor of Nova Scotia's Education Week. Teachers *Plus* Credit Union continues to demonstrate its commitment to teachers and public education in Nova Scotia.

Please join me in celebrating the achievements and commitment of this year's Education Week award recipients.

*Congratulations, Felicitations, ag Welluguti'og*

**Education Week 2019**  
<https://www.ednet.ns.ca/education-week-2019>

Proudly sponsored by:



Partners:

# Inclusion scolaire

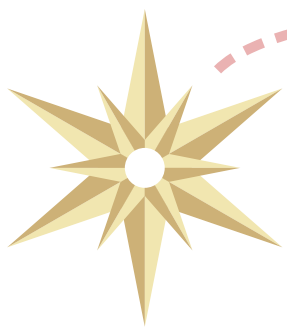
pour aider nos élèves et nos enfants à connaître la réussite



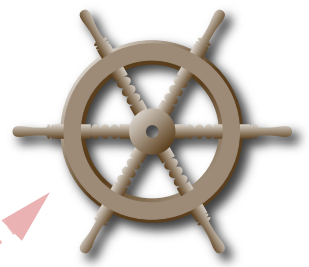
## NSTU ad hoc Committee on the Nova Scotia Federation of Labour



*Above are members of NSTU's ad hoc Committee on the Nova Scotia Federation of Labour. This is a committee of provincial executive members, and was created to discuss and evaluate the NSTU's affiliation with the NSFL. Seated: NSTU past president Liette Doucet, Inverness-Richmond representative Angela Deagle and NSTU executive staff officer Preman Edwards. Standing: Lunenburg-Queens representative Ian Kent, NSTU president Paul Wozney, and Pictou representative Doug Read.*



# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## The Fair Dealing Resource for Teachers:

### FairDealingDecisionTool.ca

There is a great on-line resource to help teachers determine whether fair dealing permits them to use short excerpts from copyright-protected materials for the students in their classrooms.

[FairDealingDecisionTool.ca](http://FairDealingDecisionTool.ca) helps teachers decide, with a few clicks, whether the fair-dealing provision in the *Copyright Act* permits copying of short excerpts from print materials, artistic works, or audiovisual materials for students without needing to obtain copyright permission.

So, the next time you wonder, “*Can I use this in my classroom? Can I copy it?*” the answer is at your fingertips! It takes 30 seconds on [FairDealingDecisionTool.ca](http://FairDealingDecisionTool.ca) to have your copyright question answered. By clicking through this user-friendly resource, you will know whether the use of a short excerpt from a copyright-protected work is “fair.”

[www.FairDealingDecisionTool.ca](http://www.FairDealingDecisionTool.ca)

[FairDealingDecisionTool.ca](http://FairDealingDecisionTool.ca) informs teachers about their rights and obligations when they use short excerpts from the copyright-protected works of others. The tool helps ensure that teachers better understand the law and the application of the *Fair Dealing Guidelines*. In addition to the on-line decision tool, there are other important copyright resources all teachers should become familiar with:

- the *Fair Dealing Guidelines*
- the Consumables poster, which outlines the prohibitions against copying materials intended for one-time use
- *Copyright Matters!* (“the orange book”) which provides key questions and answers on copyright law and education

All of these resources can be printed for free for teachers’ easy reference.

[FairDealingDecisionTool.ca](http://FairDealingDecisionTool.ca) is a helpful resource to keep teachers on the right side of the law. It is important for teachers to know their rights and their limits under Canada’s copyright law. Use the Fair Dealing Decision Tool when in doubt about whether an intended use is fair.

Visit (and bookmark!) [www.FairDealingDecisionTool.ca](http://www.FairDealingDecisionTool.ca).

## La ressource en matière de droit d’auteur pour le personnel enseignant :

### OutilDecisionDroitdAuteur.ca

Il existe une excellente ressource en ligne qui aide les enseignantes et enseignants à déterminer si la disposition relative à l’utilisation équitable permet d’utiliser de courts extraits d’une œuvre protégée par le droit d’auteur pour les élèves de leur classe.

Le site [www.OutilDecisionDroitdAuteur.ca](http://www.OutilDecisionDroitdAuteur.ca) aide le personnel enseignant à décider, en quelques clics seulement, si la disposition relative à l’utilisation équitable de la *Loi sur le droit d’auteur* permet la reproduction de courts extraits de documents imprimés et d’œuvres artistiques ou audiovisuelles pour les élèves sans qu’il soit nécessaire d’obtenir la permission du titulaire du droit d’auteur.

Ainsi, la prochaine fois que vous vous demanderez « *Puis-je utiliser ceci dans la salle de classe? Est-ce que je peux en faire la reproduction?* », la réponse se trouve à portée de la main! Vous pourrez obtenir les réponses à vos questions sur le droit d’auteur en 30 secondes sur le site [www.OutilDecisionDroitdAuteur.ca](http://www.OutilDecisionDroitdAuteur.ca). En quelques clics dans cette ressource conviviale, les enseignantes et enseignants pourront savoir comment appliquer la disposition relative à l’utilisation équitable et si leur utilisation d’œuvres protégées par le droit d’auteur est « équitable ».

[www.OutilDecisionDroitdAuteur.ca](http://www.OutilDecisionDroitdAuteur.ca)

Le site [OutilDecisionDroitdAuteur.ca](http://OutilDecisionDroitdAuteur.ca) informe les enseignantes et enseignants au sujet de leurs droits et de leurs obligations en matière d’utilisation d’œuvres d’autrui protégées par le droit d’auteur. Il leur permettra de mieux comprendre la loi et l’application des *Lignes directrices sur l’utilisation équitable*. Il y a d’autres ressources importantes relatives au droit d’auteur, que tout le personnel enseignant devrait connaître :

- la vidéo instructive *Faire une utilisation équitable des œuvres protégées par le droit d’auteur*;
- les *Lignes directrices sur l’utilisation équitable*;
- l’affiche sur l’interdiction de reproduire les documents consommables;
- *Le droit d’auteur... ça compte!*, le « livret orange », qui fournit des réponses aux principales questions relatives à la Loi sur le droit d’auteur et à l’éducation;

Toutes ces ressources peuvent être imprimées pour que le personnel enseignant puisse s’y référer facilement.

Le site [www.OutilDecisionDroitdAuteur.ca](http://www.OutilDecisionDroitdAuteur.ca) est une ressource utile pour veiller à ce que le personnel enseignant respecte la loi. Il est important que les enseignantes et enseignants connaissent leurs droits en vertu de la *Loi sur le droit d’auteur* du Canada – et il est très important qu’ils connaissent leurs limites. Si vous ne savez pas avec certitude si une utilisation est équitable, utilisez l’outil de décision du droit d’auteur.

Visitez le site [www.OutilDecisionDroitdAuteur.ca](http://www.OutilDecisionDroitdAuteur.ca) (et mettez-le en signet).



### Copyright and Fair Dealing

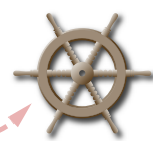
Can I use this in  
the classroom?



[FairDealingDecisionTool.ca](http://FairDealingDecisionTool.ca)



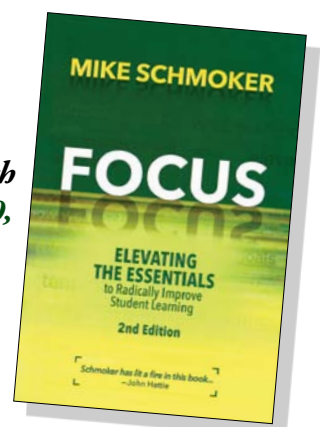
## Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and the name of your school with  
**PD Giveaway** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 10,  
2019 to be eligible for the draw.

**Focus: Elevating The Essentials to Radically Improve  
Student Learning 2nd Edition**  
by Mike Schmoker

*Focus: Elevating The Essentials to Radically Improve Student Learning 2nd Edition*, an ASCD publication, provides lessons that incorporate evidence-based practices that could have more impact for student learning built around effective elements of good teaching. While based on American standards, this resource provides simple strategies for lesson planning and integrating literacy into every discipline.



**TIRED? DO YOU SNORE?**

**We can Help!**



**the breath factory**  
SLEEP & RESPIRATORY THERAPY

**FREE Take Home Sleep Apnea Test**

**(902) 404-6545**

**20% off CPAP Devices and Masks for Teachers**

**15 Dartmouth Road, BEDFORD**

**[thebreathfactory.ca](http://thebreathfactory.ca)**

**Text "SLEEP" to 393939**

# NSTU and Halifax Regional Centre for Education sign new regional agreement

On April 1, NSTU president Paul Wozney and Halifax Regional Centre for Education Regional Executive Director Elwin LeRoux signed a new regional collective agreement. In an online vote on March 13, members of the Dartmouth, Halifax City, and Halifax County Locals ratified the tentative agreement. Fifty-one per cent of NSTU members working for the HCRE voted 93 per cent in favour of the agreement. The term of this agreement runs from August 1, 2016 until July 31, 2023.

“Thanks to everyone involved in reaching this regional collective agreement,” said NSTU president Paul Wozney. “Thanks as well for a process that we can all celebrate.”

“We appreciate the work teachers do every day,” says Elwin LeRoux, HCRE Regional Executive Director. “We can make public education better through collective agreements.”

The parties gained agreement on clauses pertaining to staffing, notices of assignment and family illness leaves.

Both the NSTU and HCRE congratulate all parties, especially the negotiating teams for their work.



Members of both negotiation teams are shown. Left to right seated: HRCE Regional Executive Director Elwin LeRoux; HRCE’s Director of Human Resources Tracy O’Kroneg; NSTU president Paul Wozney; and Halifax County Local president Grant Frost. Standing: HRCE Labour Relations Consultant Lori Williams; Dartmouth Local president Robert Wigle; Halifax City Local president Ryan Lutes; Dartmouth Local’s first vice president Leon Swinkels; HRCE HR Coordinator Charelle Maillet; HRCE HR Manager Jeri Lee McElhiney; Halifax County provincial executive rep Paul Boudreau, who previously served as the Local’s first vice-president; and NSTU executive staff officer Wally Fiander. Missing: Halifax City’s first VP Colleen Harris, Executive Staff Officer Jack MacLeod, and Pam Nicholson-Comeau from HRCE.

## Teach in Nova Scotia

Are you an internationally educated teacher interested in teaching in Nova Scotia?

Learn about how to become a teacher in Nova Scotia, how to find a teaching position, and what it is like to teach in a Canadian classroom

[www.teach-in-novascotia.ca](http://www.teach-in-novascotia.ca)

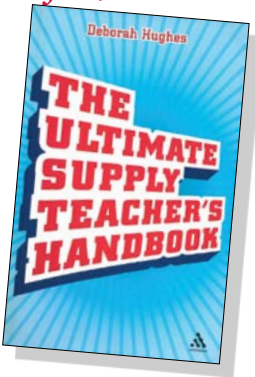
# fresh

## Putting new members in the KNOW!

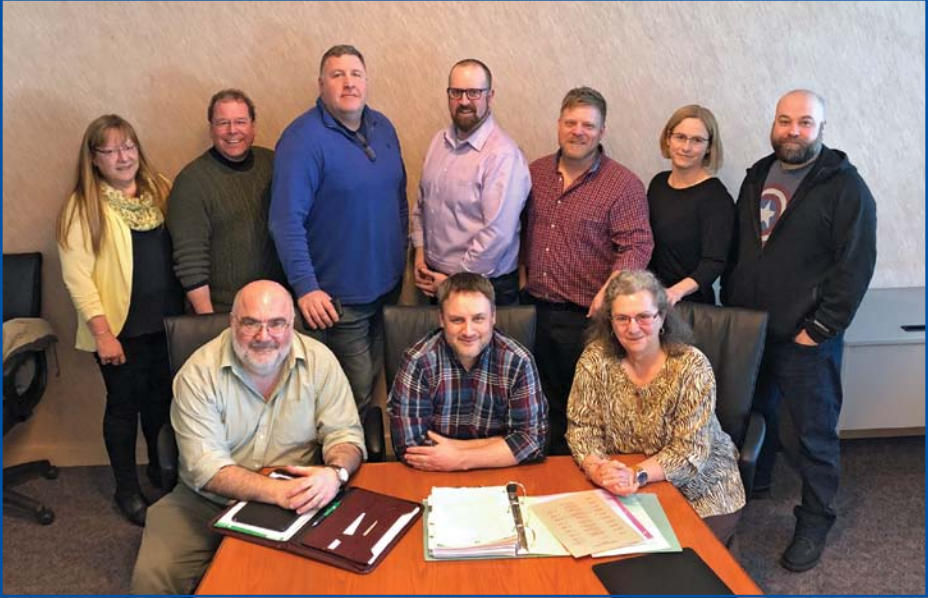
Email your name, home address, and the name of your school with **FRESH** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **May 10, 2019** to be eligible for the draw.

### The Ultimate Supply Teacher’s Handbook by Deborah Hughes

The Ultimate Supply Teacher’s Handbook, published by Continuum is the insiders guide to successful substitute teaching, by covering topics such as lesson management and dealing with unacceptable behaviour. It is for both elementary and secondary teachers and provides tools to get other peoples’ classes working for you.



# Governance and Policy Committee



Above are members of NSTU’s Governance and Policy Committee at a meeting at the NSTU building on March 11. This committee, comprised of provincial executive members, develops and maintains an ongoing awareness, commitment to, and practice of good governance with the Provincial Executive and within the Nova Scotia Teachers Union as a whole. Committee members develop and review policy and regularly review the governance relationships between and amongst NSTU members, Annual Council, Provincial Executive, Locals, Regional Representative Councils, standing committees, Professional Associations, and NSTU staff.

Seated: NSTU executive staff officer Louis Robitaille; Doug Read (Pictou); and NSTU’s Governance & Policy, and Data Management Admin Assistant Bev Tufts. Standing: Angela Deagle (Inverness-Richmond); Gerald Reber (Digby-Shelburne-Yarmouth); Richard MacLean (Halifax City); NSTU president Paul Wozney; Ian Kent (Lunenburg County); NSTU’s executive director Janine Kerr; and Peter Day. (Cape Breton District).

## WOMEN’S SYMPOSIUM SUR LES QUESTIONS FÉMININES

Women Deliver Public Education

**JUNE 3, 2019**  
**VANCOUVER**  
BRITISH COLUMBIA

Canadian Teachers’ Federation  
Fédération canadienne des enseignantes et des enseignants

[www.ctf-fce.ca](http://www.ctf-fce.ca)

## CONGRATULATIONS TO OUR MARCH BOOK WINNERS!

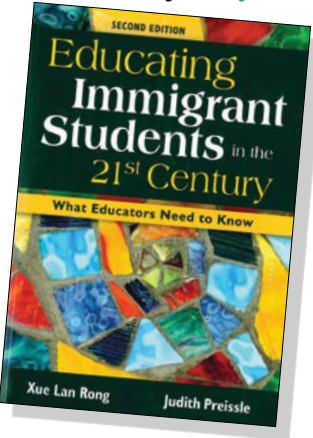
FRESH — Denise Forgeron — CBVRCE  
EQUITY — Leah Gillis — HRCE  
PD — Tammy Evans — HRCE

# EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **May 10, 2019** to be eligible for the draw.

### Educating Immigrant Students in the 21st Century By Xue Lan Rong and Judith Preissle

This second edition of *Educating Immigrant Students in the 21st Century*, published by Corwin, give educators information about the unique needs of immigrant students, including children from the Middle East and explore evidence-based practices and policies for adapting and improving the learning environment.



# Resistance to Self-Compassion: The Road to Burnout

by Sandra Murray, NSTU Counsellor

Teaching is a highly stressful, and emotionally draining profession. With all the mounting pressure and demands on your time at work and at home, things can become overwhelming. Over the last number of years, I have had more teachers than previously, who are seeking support because they are experiencing the manifestation of burnout.

Teacher burnout is one of the largest issues facing the teaching profession today.

But burnout doesn't happen overnight, it is progressive. Often, we ignore it until it is too late. If we are able to recognize the steps to burnout, we may be able to alleviate its onset and help in the recovery from it.

This is important, because avoiding the subtle messages of the later stages of burnout make recovery time that much longer and more difficult. So the question that I would like you to consider is not, "Why am I experiencing these feelings and thoughts?" but rather, "Why am I ignoring these feelings and thoughts?"

When you withdraw because of mounting external stressors you do so in phases, and most of the time without awareness of what is occurring. For example within Phase 1 an individual becomes extremely high functioning. The person is committed to all tasks and projects, always available, always doing what is asked, all the while losing sight of limits and boundaries that would ensure self-care. Then Phase 2 slowly creeps into your life. And you may begin to avoid certain people or tasks, have lapses of concentration, and begin to doubt yourself. Avoiding certain tasks is very natural, as we like to move away from a perceived painful duty and move towards pleasure—or not doing a necessary onerous duty. But when it is combined with other traits of withdrawal, it is a concern.

When we begin to doubt ourselves, Phase 3 rears its ugly head. Wherein we begin to lose enthusiasm for things that were previously very important to us, like work, family, and friends, we are then in survival mode—not fully enjoying life. People and tasks now become major irritants, and lines become blurred between work and personal life. We become abrasive, and behave in ways that we would not normally behave. We engage in behaviours that are not aligned with our values.

Phase 4 is where we disengage, and lose what little patience we have left, and contemplate quitting our jobs or leaving significant relationships. We feel hopeless at this point and signs of depression and anxiety along

with anxiety attacks present themselves. This is not a "yellow flag" zone, it is a "red flag" zone. Again, if we are at this point, healing can definitely take place, but it requires a longer time than if some issues had been addressed in earlier phases.

Some of the recommendations to prevent Burnout and to heal from symptoms are deep breathing exercises, increased water intake, sleep, healthy diet, meditation, exercise, nature, laughter, and mindfulness strategies. While these are general recommendations, they do not take into account our core belief systems, things that are preventing us from being self-compassionate within the first phases. As educators, and within the helping profession, we easily extend compassion to others, but not so easily to ourselves. This is where our belief system needs to be examined, and speaking with a therapist, can help excavate and examine our resistance to self-compassion.

Kristin Neff, PhD, a guru for educators assisting in developing self-compassion, along with Christopher Germer, PhD, have co-authored a workbook entitled, *The Mindful Self-Compassion Workbook: A Proven Way to Accept Yourself, Build Inner Strength, and Thrive*. Within this workbook are many questions to help you examine your belief system. On pages 20 and 21, they give you examples of what your inner-critic may be yelling at you

to stop any self-compassion occurring. For example: "Doesn't self-compassion just mean throwing a pity party for poor me?, Isn't self-compassion for wimps. I have to be tough and strong to get through my life. I need to think more about other people, not myself. Being self-compassionate is way too selfish and self-focused."

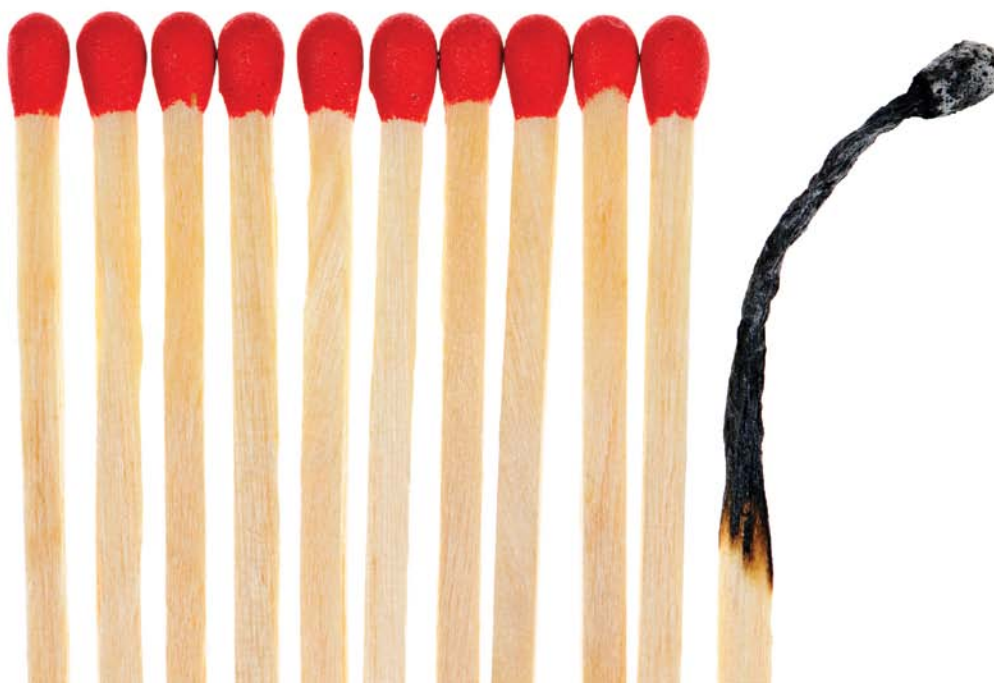
All these thoughts should be examined as to their validity, and observed as your "old story,"—things that are no longer serving you well. We fuse with these thoughts and think that if we let go of them it will have dire consequences. I would like to challenge that cognition, and replace it with the self-compassionate thought—if I ignore these thoughts, and not be kinder and gentler with myself, that that will have dire consequences to my beautiful being.

*Sandra Murray, BEd, MACP, RCT is a Counsellor with NSTU's Counselling Services, part of NSTU's Member Assistance Program. In addition to providing one-on-one counselling for NSTU members and their families, she also delivers workshops for pre-retirement seminars.*

## References:

CTRI Crisis & Trauma Resource Institute Inc – [www.ctrinstitute.com](http://www.ctrinstitute.com) *Phases of Compassion Fatigue*

*The Mindful Self-Compassion Workbook: A Proven Way to accept yourself, Build Inner Strength, and Thrive.*, Kristin Neff, PhD and Christopher Germer, PhD The Guildford Press, 2018



For previous The Well Teacher articles, go to [www.nstu.ca](http://www.nstu.ca)

Click on ►► Communications ►► NSTU Publications ►► The Teacher ►► The Well Teacher

More info: [YogainSchools.ca](http://YogainSchools.ca)

**Four days that will  
transform your life  
and those you teach.**

Inspire growth,  
inner peace and  
connection in your  
students.

YOGA  
in schools

CANADIAN  
CONFERENCE

## Yoga in Schools Canadian Conference 2019

This summer's Canadian Conference, themed Power of the Feminine will have all-levels workshops designed to support and empower all female-identifying students. The workshops will have a theoretical component along with movement practices to inspire confidence and resilience.

### Topics Include:

- Strategies for thriving as a female-identifying person
- First Nations practices for healing trauma in women
- Workshops for boosting self-esteem in girls with learning differences
- Inspiring live performances from local artists
- Girl on Fire curriculum that is empowering young women across Canada

**Conference Hosts:** Jenny Kierstead and Blair Abbass and their team of leaders in women's issues and wellbeing

**Who can attend:** This program is suitable for male and female counsellors / teachers / Therapist / anyone working with young women.

**Date(s) & Time:** July 16th-19th, 2019

**Location:** Chocolate Lake Hotel

**Fee:** early bird \$500.00+hst until June 1st.

## NEW Certification!

Full 200hr Yoga in Schools  
& studio intensive Yoga Teacher  
Training, July 2-21st - with this  
4 day conference included.

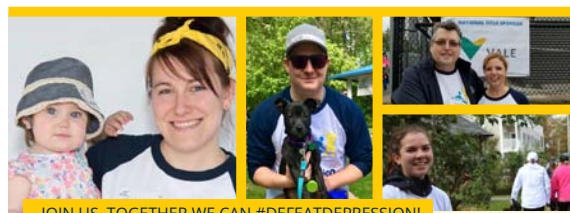
Register early to catch the early bird  
fee by calling 902-444-9642 or  
[info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca)

BreathingSpace  
YOGA STUDIO



## Halifax 6th Annual

Defeat Depression Walk / Run



JOIN US, TOGETHER WE CAN #DEFEATDEPRESSION!

**May 11, 2019**

**Registration: 9 am, Start: 10 am**

Victoria Park, Halifax

Help us raise funds to support mental health and de-stigmatize mental illness. To register, donate, or for more information go to

<http://Halifax.DefeatDepression.ca>



[www.defeatdepression.ca](http://www.defeatdepression.ca)

Mood Disorders Society of Canada  
La Société Pour Les Troubles de l'Humour du Canada

\*Details at [defeatdepression.ca](http://defeatdepression.ca)



NSTU STANDING & OTHER COMMITTEES



Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,\* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

*\*NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.*

- ☐ **COMITÉ DE PROGRAMMATION ACADIENNE** – studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports it findings to the Provincial Executive.
- ☐ **CURRICULUM** – studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- ☐ **EQUITY** – is concerned with matters pertaining to equity, diversity and social justice.
- ☐ **FINANCE & PROPERTY** – prepares the annual budget for Council, keeps informed of the Union’s financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure on property.
- ☐ **MEMBER SERVICES** – identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiations; reviews results of the most recent contract bargaining.
- ☐ **PENSION** – studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers’ pensions. **NOTE: One appointment will be made from the Halifax Region.**
- ☐ **POLITICAL ACTION** – Monitor the policies and practices of the major provincial political parties for the purpose of identifying issues with an impact on education.
- ☐ **PROFESSIONAL DEVELOPMENT** – reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.
- ☐ **PUBLIC RELATIONS** – Review and plan strategies for provincial public relations programs for the organization.
- ☐ **SHEONOROIL BOARD OF DIRECTORS** – the Sheonoroil Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding.
- ☐ **STATUS OF WOMEN** – promotes ways of enhancing the status of women in the teaching profession and in society.
- ☐ **SUBSTITUTE TEACHER** – advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- ☐ **TECHNOLOGY COMMITTEE** – To provide advice on the content, delivery and design of technology.
- ☐ I would be willing to serve on any committee.

Applications must be received in Central Office by  
Friday, May 17, 2019

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<http://www.nstu.ca/the-nstu/structure/provincial-executive/committees/>

*The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.*

# milk SPORT FAIR

So Many Sports. So Little Time.

May 2nd & 3rd  
HB Studios Sports Centre  
BRIDGEWATER, NS

Title Sponsor

Register your class at: [sport nova scotia.ca](http://sportnova.scotia.ca)

Presenting Sponsor

Official Sponsors

# ROYAL NOVA SCOTIA INTERNATIONAL tattoo

JUNE 29 - JULY 6

Book your tickets at [nstatattoo.ca](http://nstatattoo.ca)

POWER OF  
P E A C E

NSTU MEMBERS SAVE 10%  
USING CODE NSTUI9

April 2019, The Teacher, Page 9

# Presidential Tours 2018–2019



Northside-Victoria Local

NSTU president Paul Wozney met with members of the Northside-Victoria Local on March 12. He attended a Local executive meeting and dinner and then addressed members in an open forum.

The focus of the presentation was on upcoming provincial negotiations, Nova Scotia's Teachers' Pension Plan, and the legislation regarding criminal records' checks for teachers. Other Local concerns included an ongoing shortage of substitutes, Article 60 committee funding, and ongoing issues with the Cape Breton-Victoria Regional Centre for Education.

*Shown are members of the Local executive and other teachers with the NSTU president: First row: Cathy Evans (VP-PA/PR) and Charles Colson (VP Economic Welfare). Second Row: Nadine Palmizi, Susan Henderson, and Kim Dunning (secretary). Third Row: NSTU president Paul Wozney, Mary Lou Andrea, and provincial executive member Peter Day (Cape Breton District). Fourth Row: Bernadette LeFrense and Margaret Miles (area rep). Fifth row: Local president Milton Bonnar, Dave Currie (area rep); Tracy Forest, and Chad Hanrahan (treasurer). Executive members missing from the photo: Stacey Barrie (VP-Professional Development), provincial executive member Darlene Bereta (Northside-Victoria), Marilyn MacDougall (VP, Communications), and Pius MacNeil (VP, Social).*

## Deals & Discounts

for NSTU members (including retired members),  
please visit the website at [www.nstu.ca](http://www.nstu.ca)

**TEACHER'S DISCOUNT**  
**40% OFF**  
**ALL PIZZAS**  
Enter coupon code **NSTU40**  
upon checkout to redeem.  
Regular Menu Priced  
Pizzas Only.

Online Orders Only  
**ORDER ONLINE** **DOMINOS.CA**

OFFER & PRICE SUBJECT TO CHANGE WITHOUT NOTICE.

**ORDER ONLINE** **DOMINOS.CA**

**HALIFAX LOCATIONS**  
480 Parkland Dr **444-9999**  
3580 Novalea Dr **420-9999**  
6024 Quinpool Rd **431-9999**  
118 Wyse Rd, Unit #10 **446-4444**

109601  
09601

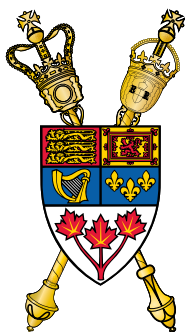
# LOOKING FOR THE ULTIMATE OUT-OF- CLASSROOM EXPERIENCE?

## APPLY NOW!

[www.parl.gc.ca/teachers](http://www.parl.gc.ca/teachers)



## TEACHERS INSTITUTE ON CANADIAN PARLIAMENTARY DEMOCRACY



PARLIAMENT | PARLEMENT  
CANADA

# Sheonoroil Project helps reward positive behaviour at Springhill Junior/Senior High

Former Springhill High School graduate Holly Alick, has come full circle. After a decade at River Hebert District High School, she is now back at her alma mater, teaching Grades 9 to 12 math.

Since joining the staff during the 2017-18 school year, Alick became well aware school isn't always a great place to be for some students, and she and her colleagues wanted to create something positive for students. "We wanted to create something that could be used as a reward for positive behaviour," she says. "And at the same time, answer to some of the deficiencies identified by the Middle Years Development Survey for Springhill High School."

Within this report, Springhill scored below average in participation categories including organized activities, music or art lessons, youth organizations, and individual and team sports.

To that end, along with the school instituting a new cell phone policy and a behavior matrix with the focus of increasing pro-social behavior and reducing aggressive outcomes for students, Alick put forward a proposal to the Sheonoroil Foundation to fund a Games Room for the school.

"The idea behind this is to try and lift school spirits, find things that students can enjoy, and provide something to motivate them to more positive behaviours," continues Alick. What started as a cabinet in a room with a couple of board games is now a proper space for students to gather.

Springhill is also a very small community she says, with no recreation centre or place for young people to gather. "Some students don't play board games at home, nor have they ever seen a foosball table," says Alick. She also adds that since there is only one music course at the Grade 10 level, no drama, or fine arts department, and no hockey, football, or rugby teams, at the the Grade 7 to 12 school, "this is one small way to help enrich the school's programming."

Through a grant of \$2,000 from NSTU's Sheonoroil Foundation, Springhill High School is creating a great games room that includes a Ping-Pong table, a foosball table, and two brand new air hockey tables. Alick says the SHS Games Room is starting to come to life. "We are running a contest to choose a name for the room, and are also in the process of recruiting student volunteers to paint some murals on the walls."

She has also sought funding from other sources for the games room, including NSTU's Cumberland Local.

She's pleased to be making a difference in her hometown. "If you can motivate a group of student to improve behaviour by having this as an end goal, they get to come here and participate, it's worth it, and it helps to enrich their lives at school."

"I went to school here, and have a lot of pride for the place and community. I'm hoping to instill pride in our students too."

Alick's Games Room project is just one way she continues to go above and beyond for students. She was selected as on of the NSTU's Teachers Make a Difference recipients in 2015-16.

Established in 1999 as an independent foundation to focus on all forms of violence in the public school education system, the Sheonoroil Foundation extends financial resources to anti-violence programs that have a direct and immediate impact on public school classrooms, students, teachers, staff, administration and community. Project proposals are accepted from active or retired members of the Nova Scotia Teachers Union, groups of active or retired NSTU members, or groups of students working in cooperation with a teacher advisor. The next deadline is April 12.

The Sheonoroil Foundation celebrates its 20th anniversary this year through a special silent auction at Annual Council 2019, May 3 to 5 at the Halifax Convention Centre.

If you are interested in providing a Silent Auction item available to delegates at Annual Council May 3 to 5, please contact Gérard Cormier at the NSTU at 1-800-56-6788 or via email at [gcormier@staff.nstu.ca](mailto:gcormier@staff.nstu.ca). The word "sheonoroil" (pronounced shenerall) is a modified phonetic Gaelic title describing "peace with honour."

HAVE A GOOD IDEA  
FOR SUPPORTING  
PEACEFUL SCHOOLS  
AND COMMUNITIES?

We can help you turn  
your idea into a useful  
practical program!

If you, your class, or your colleagues have ideas to share with other  
teachers and classrooms in Nova Scotia, get a Sheonoroil Project  
Application From [sheonoroil.nstu.ca](http://sheonoroil.nstu.ca).



FOUNDATION

SHEONOROIL

PROJECT APPLICATION  
MAILING ADDRESS

Sheonoroil Foundation  
Project Review Committee  
3106 Joseph Howe Drive,  
Halifax, NS B3L 4L7

DEADLINE

April 12, 2019

Teacher Holly Alick is shown in SHS's Games Room

Students are enjoying a game of foosball in Springhill Junior Senior High School's Games Room



HEY!  
WE NEED  
YOUR HELP!

We are looking for people like YOU to help make this year's  
Floorball Championships a world-class event.



MEN'S U19 WORLD FLOORBALL  
CHAMPIONSHIPS 2019

MAY 8-12 | HALIFAX | CANADA

WHERE: Halifax, Nova Scotia  
WHEN: May 8-12  
HOW: Visit <https://floorball2019.com/volunteers/>

April 2019, The Teacher, Page 11

Candidate 1st Vice President

Thérèse Forsythe



Working together for a stronger union /  
Travailler ensemble pour un syndicat plus fort

Professional Experience

High School Math and science teacher  
Instructor for math and education programs at Acadia  
Lead numerous math and science professional development sessions for the AVRCE and DoE  
Masters of Education – Curriculum (Acadia)  
Masters of Education – Technology (Acadia)  
Masters of Education – Leadership (Acadia)  
Provincial NSTU Experience  
Secretary Treasurer  
Table Officer  
Provincial Executive member  
Member of Pension committee  
Chair – Finance and Property  
Member and then Chair – Insurance Trustees  
Steering Committee – Annual Council  
John Huntley Intern  
Ad Hoc Committee for SSP (Resolution 2018-9)

Regional NSTU Experience

AVRRC  
Treasurer – AVRRC  
Grievance Committee  
REWC

Kings Local Experience

Treasurer – Kings Local  
Rep Planning  
Chair – Finance Committee  
PD Committee  
Communications Committee

Dear Member,

Unionism has been in my blood for my entire life. Growing up in North Sydney and the granddaughter of a coal miner, we were taught that when we work together, we are stronger. I attended Acadia to receive a B.Sc. and B.Ed. and entered the wonderful world of teaching. In my current role as a math teacher, I see every day how we make a difference.

Since entering the teaching profession, I have been involved with the NSTU. Starting out as a Local rep, I have worked hard to learn all I can, and have continued to do so for past 25 years. I joined the Annapolis Valley Regional Representative Council as a member at large, and then served on the provincial Pension Committee. I served on NSTU’s Insurance Trustees, became chair, and was part of the implementation of programs such as Resilience. Through this role I felt I was making a difference for all members.

I joined the provincial executive table four years ago, serving as secretary-treasurer for the last three years. I believe in fair collective bargaining and the work we are doing to improve working conditions in our classrooms. I promise I will not only work hard if elected as your first vice-president but also work smarter. I would like this opportunity to continue to make a difference for our NSTU.

Je suis arrivée à la table de l’exécutif provincial il y a quatre ans et j’ai passé les trois dernières années comme trésorière-secrétaire. Je garde toujours les membres en tête à chaque réunion et avec chaque décision. Je crois à la négociation collective juste et au travail que nous faisons vers l’amélioration des conditions du travail dans nos salles de classe. Je vous promets de non pas seulement travailler fort si élue, mais de travailler d’une façon plus intelligente. J’aimerais bien d’avoir l’occasion à continuer de faire une différence pour notre NSTU.

The NSTU is at a critical point in its history. The current government has done everything in its power to both financially and politically weaken us. Given the enormous workload of restructuring and renewing our union, I believe my skill set in the areas of finance, pension and insurance are crucial in helping the NSTU evolve and to improve. We have made some positive strides in recent months and with your support, I hope to continue to play a major role in sustainably moving the NSTU forward. I look forward to speaking with you at Annual Council about my campaign and ask you for your vote.

Thank you for your consideration,  
Thérèse Forsythe

Thérèse Forsythe  
Secretary-Treasurer  
Nova Scotia Teachers Union

Candidate for CTF Delegate

Colleen Scott



Why I Want to Serve as Your CTF Delegate  
– Courage, Tenacity, Focus –

Having taught many subjects from the Public School Program, both full and part time, I know the challenges faced by teachers and substitutes. After having to move out of the province and country to work for the better part of five years I was finally able to move home to Nova Scotia to secure full time employment. At this time I became involved with the NSTU and since then my passion for, and commitment to, the Union has grown. I have dedicated my time to various positions and have collaboratively worked on numerous committees at the local, regional and provincial levels.

The Canadian Teachers Federation (CTF) has been the national voice of teachers and promotes quality education, the status of teachers, equality of opportunity through education and related social issues by offering programs, assistance, and opportunities for us all. I have witnessed CTF’s direct role to and for our Union. I am appreciative of our continued affiliation, especially in a time where we must collectively fight to improve our working conditions. Our education system is in disarray, yet this is where I see our association with the CTF as beneficial, and this is why I feel the strong desire to be an advocate, a voice for us all, at the national level.

I have a strong history that is built on courage, tenacity, and focus. I would be honoured to pair these attributes with my honesty, integrity and willingness to learn, applying such to the role of CTF delegate; a role I take seriously. I will work to represent you, my colleagues, to the very best of my ability.

At Annual Council, 2019, I ask for your support.

Yours in Unionism,  
Colleen Scott

La Raison Que Je Veut Servir Comme Votre Déléguée au FCE  
– Focus, Courage, Énergie –

Ayant enseignée plusieurs sujets, je connais les défis auxquels les enseignants et les suppléants doivent faire face à chaque jour. Après être obligées de démanger hors de la Nouvelle-Écosse pour trouver un emploi, j’étais chanceuse d’être capable de retourner chez moi. En ce moment, je me suis impliquée au NSTU. Et depuis cela, ma passion et mon engagement envers le syndicat m’ont fait qu’intensifier envers la cause des enseignants et les enseignantes. Je me suis dévouée à divers postes et j’ai collaboré avec plusieurs comités au niveau, local, régional et provincial.

La Fédération canadienne des enseignantes et des enseignants (FCE) est la voix nationale des enseignants qui promettent une éducation de qualité, le statut des enseignants et enseignantes et l’égalité, en offrant des programmes et des possibilités à tous. J’ai été témoin du rôle de la FCE pour notre syndicat. J’apprécie notre affiliation continue, en particulier dans une époque où nous devons lutter collectivement pour améliorer nos conditions de travail. Notre système d’éducation est en danger, en même temps, c’est ici que je vois que notre affiliation avec la FCE est un avantage. C’est pour cette raison que j’ai un désir d’être la voix pour tous nos enseignants et nos enseignantes au niveau national.

Mon histoire est bâtie sur le focus, courage et énergie. Je serais honorée d’associer ces attributs à mon honnêteté, mon intégrité et ma capacité d’apprendre et je voudrais appliquer ces traits personnels au rôle de déléguée de la FCE. Je travaillerais aux plus hauts niveaux de mes compétences pour vous; mes collègues.

Au Conseil annuel de la NSTU 2019, j’apprécierais votre appui dans cette tentative.  
À vous mes collègues, dans le syndicalisme,  
Colleen Scott

Union Involvement:

Provincial Experience:

- Provincial Executive Member
- Returning/Electoral Officer
- Delegate to Nova Scotia Federation of Labour Convention
- NSTU Alternate Co-Chair, Nova Scotia Federation of Labour

Regional Experience:

- Returning/Electoral Officer
- Chair, Regional Economic Welfare Committee (Reg’l Neg’ns)
- Regional Representative Council (as 1st VP of Shelb Co Local)
- Regional Representative Council (Alt Representative)

Local Experience:

- Member at Large
- New Member Liaison
- Substitute Liaison
- First Vice President
- Secretary

- School Representative
- Equity Chair & Equity Co-Chair
- Annual Council: Observer, Voting Delegate

Provincial Committees:

- Resolutions Committee
- Status of Women Committee
- Governance & Policy Committee, Chair
- Nominating Committee, Chair
- Special Awards Committee
- Public Relations Committee
- Discipline Committee
- Annual Council Elections Committee, Chair.
- Program Development Assistance Fund Committee

Regional Committees:

- Joint Occupational Health & Safety Committee, RRC Rep
- Article 60/PD, Alt
- Provincial Executive Nominating
- Board/Teacher Committee, Alternate

Local Committees:

- Resolutions
- Finance
- Nominations
- Local Constitution & Operational Procedures Review
- Awards (Scholarship)
- Education Week
- Retirement Banquet

Other:

- Two time speaker at Law Amendments
- Participant in various union-related rallies
- NSTU Leadership Skills Development Institute (9 years) & PAtHways to PProgress (1 year)
- Rep Retreat Attendee (11 years)
- Numerous locally hosted professional development sessions
- John Huntley Program participant

# resources

## media LIBRARY @LRTS Digital Resources for Teachers

The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

### *English as an Additional Language Videos from the Media Library*

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. You can access these videos in many ways... if you are at school, you can simply click the links below. If you are at home, simply log into either your EduPortal or your Google Apps for Education account, click on the link for Learn360, and then use the links below to access these videos and many more.

**Simple English Series** (grades 9-12)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=112994&wID=114538>

This series of 20 videos combines psychology, linguistics and instructional design to engage learners of English. Each video includes tips and encouragers for new learners, simple chatting examples of language in use, grammar and language rules, words and expressions and opportunities for learners to copy examples in real time. It can be used in a wide range of language learning situations, in classrooms and for self-study. (ca. 15 min each)

**English Language Learning Lessons Series** (grades pre-primary-5)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=121929&wID=114538>

This 6 part series of videos teaches the most common 200 English words and phrases. (ca. 25-30 min. each)

**Integrating ESL Students into the Classroom** (teacher professional development)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=35996>

This video will help classroom teachers of any subject will come away with concrete information and advice that they can use to teach—and reach—their English-language learners (ELLs) better. Practicality and relevance guide the program as it reviews basic ESL standards and strategies, gives examples of how to incorporate these techniques into teaching various subject areas, suggests ways to assist ELLs in mastering English in social and community settings, and addresses the use of technology in helping ELLs improve their understanding and expand their knowledge. (27 min.)

**Adapting Digital Citizenship to Elementary ESL Students** (teacher professional development)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66057>

Learn strategies one teacher uses with early elementary ESL students in teaching them about sending email. (6 min.)

**Refugee Kids: One Small School Takes On the World** (grades 9-12; teacher professional development)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=128618>

This program follows students at a New York City summer program for children seeking asylum from the world's most volatile conflicts. It presents an intimate, emotionally gripping account of the students' stories of escaping war and conflict and resettling in America, chronicling their triumphs and setbacks as their lives unfold over the course of one formative summer. The program humanizes complex geopolitics and depicts the challenges and urgency of immigration to America in an increasingly dangerous – and interconnected – world. (40 min.)

Also, check out the EAL Webinar Series on our YouTube channel!

<https://www.youtube.com/playlist?list=PL51fFUMbp1RzRI63VCpMLw5Y6HkGqv0aJ>

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. Please log into the EduPortal and click on the link for “Online Video Library/Learn360” to access these digital titles.

## HOTEL HALIFAX

[www.hotelhalifax.ca](http://www.hotelhalifax.ca) • 833.357.8155



### SAME GREAT LOCATIONS, SERVICE, AND STAFF. SAME GREAT NSTU RATES

Welcome NSTU members to the same great hotels with the same great rates you have come to know. Hotel Halifax and The Barrington Hotel have a new website and phone number.

Call or reserve online for your NSTU Leisure Rate starting at \$115.00 today!

[www.thebarringtonhotel.ca](http://www.thebarringtonhotel.ca) • 833.357.8154

## THE BARRINGTON HOTEL

Let's talk openly about your use of substances.



Are you a professional? Do you use substances?  
... Are you sure?

### SUBSTANCE USE AMONG CANADIAN PROFESSIONALS

[dal.ca/sites/substance-use/research.html](http://dal.ca/sites/substance-use/research.html)

Anonymously share your experiences and perspectives in our study to win a MacBook or receive free giftcards.



**DALHOUSIE  
UNIVERSITY**

FACULTY OF HEALTH  
School of Occupational Therapy





update

# NSTU Group Insurance Plan – Voluntary / Optional Coverages

## Frequently Asked Questions

The NSTU Group Insurance Trustees want to remind you that there are a number of voluntary / optional group insurance benefits available to both active and retired NSTU members. Voluntary coverages can be purchased by you through payroll or pension deductions. These coverages are designed to provide additional value, flexibility and security to NSTU members and their families, and over the years, the Trustees have expanded the voluntary / optional benefits available. To learn more about these important benefits, please review the following FAQ's:

**Q: What voluntary / optional benefits are available to NSTU members?**

A: The following voluntary / optional benefits are available to NSTU members:

**1. Optional Life / Spousal Life Insurance**

- Initial amount – \$30,000
- Additional coverage available in units of \$5,000 to a maximum amount of up to \$300,000 for both member and spouse
- Medical evidence of insurability required. (Except for \$30,000 of coverage for new members if applied for within 31 days from date of new confirmation letter)
- Dependent Life coverage of \$10,000 spouse / \$5,000 dependent child
- Many members use this coverage as an option for mortgage insurance
- Retirees under age 65 can increase coverage or apply for the first time
- New enhanced benefit available to active members effective May 1, 2019

**2. Voluntary Accidental Death & Dismemberment**

- Coverage available in units of \$5,000 to maximum amount of \$300,000 (reduces to \$100,000 at age 70)
- Coverage for accidental loss of life, loss of limbs or loss of use of limbs per the loss schedule
- Family coverage is automatic if you have dependents
- 24 hours per day, 365 days per year coverage anywhere in the world
- Many other “living benefits” such as Family Transportation and Home Alteration and/or Vehicle Modification
- Medical evidence of insurability is not required

**3. MEDOC® Group Travel Plan**

- Emergency Out-of-Province and Out-of-Canada Medical Insurance Plan
- Base Plan allows unlimited trips up to 35 consecutive days per trip during the policy year
- Supplementary plans available to 210 days which includes the Base Plan

- Annual plan allows flexibility of travel
- Pre-existing conditions apply
- Members are encouraged not to travel out-of-country without emergency medical insurance

**4. MEDOC® Group Trip Cancellation / Trip Interruption Plan**

- Protects members against unforeseen circumstances that may prevent or discontinue a trip and is meant to complement your MEDOC® coverage
- Trip Cancellation up to a maximum of \$5,000 per insured, per annual coverage period
- Trip Interruption – maximum \$5,000 per insured for each covered trip
- Baggage Coverage and Personal Effects – to a combined maximum of \$1,000 per insured for each covered trip
- Annual plan
- Pre-existing conditions apply

**5. Optional Critical Illness Insurance**

- Provides up to \$300,000 coverage for 29 critical conditions
- Spousal and dependent coverage available
- Pays a lump sum tax-free benefit
- \$50,000 of coverage available without medical evidence for both the member and spouse
- Pre-existing conditions apply

**Q: Why do the NSTU Group Insurance Trustees make voluntary coverages available?**

A: The Trustees make the coverages available to allow members the opportunity to purchase, at competitive group rates, insurance coverages that are important to plan members and spouses as part of their overall financial planning. Purchasing coverage through the NSTU program also provides the convenience of having premiums taken by way of payroll or pension deduction.

**Q: How can I get information on these benefits?**

A: You can contact Johnson Inc. at 453-9543 (local) or 1-800-453-9543 (toll-free) for additional information and enrollment materials.

If you are interested in receiving information regarding the premium rates for any of the coverages above, please contact Johnson Inc. at the number(s) indicated above.

## Total Care Dental – When Can I Apply?

The Total Care Dental plan is a comprehensive dental program available to active NSTU members through the NSTU Group Insurance Program. For active members who have a permanent, term or probationary contract, the Employer pays 65% of the Basic Total Care Dental (includes major restorative services) for both single and family plans. Members pay 100% of the Prosthodontic and Orthodontic coverages.

All active members of the NSTU who do not currently have dental coverage are eligible to apply for this benefit. However, some rules apply.

- For active members who currently do not have coverage but wish to enroll in the Total Care Dental plan, your coverage will become effective only once per year on September 1st. This rule does not apply if you have lost spousal coverage or a life event such as getting married but you must enroll within 30 days of the loss of coverage or life event and provide proof of previous coverage.
- New members who commence work prior to October 1st must enroll at anytime during the month of September for an October 1st effective date. Depending on your date of hire, you may be given 31 days from the date you receive your new member confirmation from Johnson Inc.
- New members who commence work after October 1st, must enroll within 31 days of the start of their contract. Coverage will become effective the first day of the month following the receipt of your application.

If you choose to enroll in the Total Care Dental plan, coverage will remain in effect for a full twelve-month period, as long as you remain an active NSTU member.

A summary of the coverages available through the Total Care Dental plan are briefly listed below:

- Basic Preventative Services – 80% reimbursement for such items as (benefit maximums may apply):
  - Oral examinations
  - Cleanings, pit and fissure sealants
  - Fillings
  - Root canal therapy
  - Periodontic services
  - Denture repairs or relining
  - Extractions
- Major Restorative Services – 60% reimbursement to a maximum of \$1,500 per person per calendar year for:
  - Crown restorations
  - Inlay and onlay restorations
- Prosthodontic Services – 50% reimbursement to a maximum payment of \$1,500 per person per calendar year.
- Orthodontic Services – 50% reimbursement to a maximum payment of \$2,000 per person per lifetime.

As dental services can be very costly, it is recommended that you receive a pre-determination from Medavie Blue Cross to confirm the level of benefits available. A complete description of the Total Care Dental plan is outlined in your Group Insurance Profile.

If you have any questions with respect to your NSTU Group Insurance coverage, please do not hesitate to contact the Administrator, Johnson Inc., at (902) 453-9543 or 1-800-453-9543 (toll-free).



# THE LEADERSHIP ACADEMY

INSTRUCTIONAL LEADERSHIP PROGRAM

**UNTIL April 30, ONLINE APPLICATIONS ARE BEING ACCEPTED FOR COHORT 9, BEGINNING IN SEPTEMBER 2019.**

**Are you a principal, vice-principal, department head, consultant, or coordinator? Are you interested in pursuing graduate studies in instructional leadership?**

**Then consider applying for the Nova Scotia Instructional Leadership Program.**

The Instructional Leadership Program leads to a Diploma in Instructional Leadership, granted by the NS Department of Education and Early Childhood Development, and **with approval from the Office of Teacher Certification (EECD)**, may be used for a raise in your teacher certification level.

**For more information about the program, visit the Leadership Academy webpage** at <http://www.nselc.ca/nsila/nsila-home>. En français: <http://www.nselc.ca/elpne/bienvenue>.

**Online Application Form:** <http://www.nselc.ednet.ns.ca/nsila-applications.html> . En français: <http://www.nselc.ca/elpne/demande-d-inscription>.

**Contact:** Sue LeBel, Program Coordinator, at [slebel@nselc.ca](mailto:slebel@nselc.ca).

## MEN'S U19 WORLD FLOORBALL CHAMPIONSHIPS

HALIFAX  
MAY, 2019

[www.Floorball2019.com](http://www.Floorball2019.com)



## Halifax to host Mens U19 World Floorball Championships!!

Floorball is one of the fastest growing sports in the world, now played in 70 countries and on the pathway to becoming an Olympic Sport.

In Nova Scotia there are currently 50+ schools participating in the sport.

On Thursday May 9th at 7 PM, you are invited to attend and cheer for Team Canada during our Community Champions Night. It's a time when we acknowledge all the hard work and endless efforts of our teachers, police, fire fighters, paramedics, nurses etc. who help build strong communities.

We would like to show our appreciation by extending a BUY ONE GET ONE FREE ticket offer.

Visit our web site and BUY TICKETS for Thursday May 9th EVENING games, and enter promo code NSTUBOGO to redeem your free tickets

(NOTE: Offer expires April 8, 2019)

Please join us in welcoming Team Canada and the other 15 countries, 400 athletes and let's show them our Maritime hospitality!

# Savings you'd stick your head out the window for.



*"Who doesn't love  
wind in their fur?"*



Get a quote & you'll be  
entered for a chance to

**WIN  
\$25,000<sup>+</sup>**

## Does your insurance provider put you first?

As a member of the NSTU, you get preferred rates and exclusive offers on home and car insurance through Johnson – that's something we can shake a paw on.

**For details and your quote:**

**Phone 1-877-742-7490 | [Johnson.ca/savings](http://Johnson.ca/savings)**

**JOHNSON**   
**INSURANCE**  
**HOME • CAR**

Johnson Insurance is a tradename of Johnson Inc. ("JI"), a licensed insurance intermediary. Home and car policies underwritten, and claims handled, by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply, and/or vary by province/territory. \*NO PURCHASE NECESSARY. Open January 1, 2019 – April 30, 2020 to legal residents of Canada (excluding NU) who have reached the age of majority in their jurisdiction of residence and are a member of a recognized group of JI with whom JI has an insurance agreement. One (1) available prize of \$25,000 CAD. Odds of winning depend on the number of eligible entries received. Math skill test required. Rules: [www1.johnson.ca/cash2019](http://www1.johnson.ca/cash2019).

# classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional number.

Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.

To book, call Marie MacInnis at 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

**“Frantastic” Wedding Officiant** – Recently appointed as Administrative Justice of the Peace, I’m excited to officiate weddings in Nova Scotia. Customized services that reflect the partners are my interest. After decades as a couple therapist, I still believe that marriage is a great decision. Contact Fran Reddy Chisholm: [mfranrc1@gmail.com](mailto:mfranrc1@gmail.com), 902-237-1423, 902-462-5889.

**Looking for a 40% GUIDANCE job share** in the Dartmouth area. Please contact [Roseita Corbett @rcorbett@hrce.ca](mailto:Roseita.Corbett@hrce.ca) if you are interested in this opportunity for the 2019/20 school year.

**HRCE permanent French Immersion teacher** seeking job share partner for 2019-2020 school year. Job share would be 20% French Immersion. Must have be French proficiency certificate. Please contact [mlandrigan@hrce.ca](mailto:mlandrigan@hrce.ca).

**CCRCE music teacher seeking job share** partner for 2019-2020 school year. Job share would be 20% music at Cobequid District Elementary School in Noel. Please contact Laura Bowman [atlaurabowmanule@gmail.com](mailto:atlaurabowmanule@gmail.com) if interested.

**HRCE French/Social Studies teacher** looking for permanent exchange with someone in the CBVRCE for the 2019-2020 school year. Please email [melissam@gnspes.ca](mailto:melissam@gnspes.ca)

**Permanent HRCE Physical Education teacher** looking to do an exchange with a teacher in the CBVRCE for 2019-2020. Permanent exchange possible. Please contact: [hrcepe14@outlook.com](mailto:hrcepe14@outlook.com).

**House Rental**– Fully furnished home in Dartmouth near NSCC waterfront. April 15–June 15 and Sept 15th– Nov 1. Responsible mature couple or single person. Call retired teacher Eva 902 471-7300 or [evafarma@yahoo.ca](mailto:evafarma@yahoo.ca).

**Permanent secondary teacher** with the CBVRCE looking for an exchange with a permanent teacher in the HRCE. Permanent exchange desired. Please contact [sfowler@gnspes.ca](mailto:sfowler@gnspes.ca) if interested.

**Life Coaching:** Teacher in the HRCE now offering life coaching via phone/Zoom. Seeking 7 people to pilot a 3-session program for \$99. Call 902-237-4706 or visit [Facebook.com/triciathelifecoach](https://Facebook.com/triciathelifecoach).

## 2019 REGIONAL ELECTION INFORMATION FOR LOCALS



*All regional elections will be conducted by electronic vote.*

Area	Vote Day
Annapolis-Hants West-Kings	April 17
APSEA	April 16
Cape Breton District	John White Acclaimed
Cumberland	Wade Van Snick Acclaimed
CSANE	Ian LeBlanc Acclaimed
Digby-Shelburne-Yarmouth	April 10
Halifax City	Angela Gillis Acclaimed
Halifax County	Paul Boudreau Elected
Northside-Victoria	April 17
Pictou	Doug Read Acclaimed



### THE ASPIRING LEADERS PROGRAM

This professional learning opportunity is to support teachers who aspire to become school based administrators. The Aspiring Leaders Program extends over 14 months and **begins August 2019**. The program includes two summer institutes and seven Friday/Saturday seminars. An eight day residency program is integrated throughout the program.

**Applications are now being accepted for the 2019-20 Cohort** of this exciting program being offered by The Educational Leadership Consortium of Nova Scotia (NSELC) in partnership with The Department of Education and Early Childhood Development.

For more information on the program visit the **Aspiring Leaders Program webpage** at [www.nselc.ca](http://www.nselc.ca) or contact Terry Wadden, Executive Director, Educational Leadership Consortium of Nova Scotia (NSELC) at [twadden@nselc.ca](mailto:twadden@nselc.ca) or 902-478-4768

**Application Process:** Applications are made available through participating Regional Centres for Education websites. Selections will be based on identified criteria and an interview by a panel of personnel from each participating region.

# Semaine de l'éducation de 2019

## Inclusion scolaire

*pour aider nos élèves et nos enfants à connaître la réussite*



## du 14 au 20 avril

Nous voulons distinguer les éducateurs qui se sont surpassés en vue d'offrir un soutien aux élèves dans le cadre de l'inclusion scolaire, pour faire en sorte qu'ils se sentent les bienvenus, pour leur proposer des défis à relever d'un niveau approprié et pour les aider dans leurs efforts. L'inclusion scolaire favorise l'offre de milieux d'apprentissage qui répondent bien aux besoins individuels des élèves et dans lesquels tous les élèves ont la possibilité de connaître la réussite.



## Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the People’s Republic of China (grades 10-12) and the United Arab Emirates (grades P-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:  
[www.internationalprograms.ednet.ns.ca](http://www.internationalprograms.ednet.ns.ca)